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APR 04 2023

U. S. DISTRICT COURT
EASTERN DISTRICT OF MO
ST. LOUIS

UNITED STATES DISTRICT COURT
EASTERN DISTRICT OF MISSOURI
DIVISION

Plaintiff(s), Tramon J. Lee

v.

The Metropolitan
Sewer District

Defendant(s). (Enter above the full name(s)
of all defendants in this lawsuit. Please
attach additional sheets if necessary.)

)
)
)
)
Case No. _____
(to be assigned by Clerk of District Court)

)
)
)
)
JURY TRIAL DEMANDED

)
)
YES NO

EMPLOYMENT DISCRIMINATION COMPLAINT

1. This employment discrimination lawsuit is based on (check only those that apply):



Title VII of the Civil Rights Act of 1964, as amended, 42 U.S.C. §§ 2000e, *et seq.*, for
employment discrimination on the basis of race, color, religion, gender, or national origin.
NOTE: *In order to bring suit in federal district court under Title VII, you must first obtain
a right-to-sue letter from the Equal Employment Opportunity Commission.*



Age Discrimination in Employment Act of 1967, as amended, 29 U.S.C. §§ 621, *et seq.*, for
employment discrimination on the basis of age (age 40 or older).

NOTE: *In order to bring suit in federal district court under the Age Discrimination in
Employment Act, you must first file charges with the Equal Employment Opportunity
Commission.*



Americans with Disabilities Act of 1990, as amended, 42 U.S.C. §§ 12101, *et seq.*,
for employment discrimination on the basis of disability.

NOTE: *In order to bring suit in federal district court under the Americans with
Disabilities Act, you must first obtain a right-to-sue letter from the Equal Employment
Opportunity Commission.*

— Rehabilitation Act of 1973, as amended, 29 U.S.C. §§ 701, *et seq.*, for employment discrimination on the basis of a disability by an employer which constitutes a program or activity receiving federal financial assistance.

NOTE: *In order to bring suit in federal district court under the Rehabilitation Act of 1973, you must first file charges with the appropriate Equal Employment Office representative or agency.*

— Other (Describe)

PARTIES

2. Plaintiff's name: Tramon J. Lee

Plaintiff's address: 10820 Landseer Driv

Street address or P.O. Box

St. Louis, MO 63136

City/ County/ State/Zip Code

(314)440 - 9150

Area code and telephone number

3. Defendant's name: St. Louis Metropolitan Sewer

Defendant's address: District 2350 Market St.

Street address or P.O. Box

St. Louis, MO 63103

City/County/State/ Zip Code

(314)7168 - 6260

Area code and telephone number

NOTE: IF THERE ARE ADDITIONAL PLAINTIFFS OR DEFENDANTS, PLEASE PROVIDE THEIR NAMES, ADDRESSES AND TELEPHONE NUMBERS ON A SEPARATE SHEET OF PAPER.

4. If you are claiming that the discriminatory conduct occurred at a different location, please provide the following information:

(Street Address) (City/County) (State) (Zip Code)

5. When did the discrimination occur? Please give the date or time period:

Week of 9/19 - 9/30 2022 and 10/04/22

ADMINISTRATIVE PROCEDURES

6. Did you file a charge of discrimination against the defendant(s) with the Missouri Commission on Human Rights?

Yes Date filed: _____

No

7. Did you file a charge of discrimination against the defendant(s) with the Equal Employment Opportunity Commission or other federal agency?

Yes Date filed: 12/16/2022

No

8. Have you received a Notice of Right-to-Sue Letter?

Yes No

If yes, please attach a copy of the letter to this complaint.

9. If you are claiming age discrimination, check one of the following:

60 days or more have passed since I filed my charge of age discrimination with the Equal Employment Opportunity Commission.

fewer than 60 days have passed since I filed my charge of age discrimination with the Equal Employment Opportunity Commission.

NATURE OF THE CASE

10. The conduct complained of in this lawsuit involves (check only those that apply):

- failure to hire me
 termination of my employment
 failure to promote me
 failure to accommodate my disability
 terms and conditions of my employment differ from those of similar employees
 retaliation
 harassment
 other conduct (specify):

Did you complain about this same conduct in your charge of discrimination?

- Yes No

11. I believe that I was discriminated against because of my (check all that apply):

- race
 religion
 national origin
 color
 gender
 disability
 age (birth year is: _____)
 other:

Did you state the same reason(s) in your charge of discrimination?

- Yes No

12. State here, as briefly and clearly as possible, the essential facts of your claim. Describe specifically the conduct that you believe is discriminatory and describe how each defendant is involved in the conduct. Take time to organize your statement; you may use numbered paragraphs if you find it helpful. It is not necessary to make legal arguments, or to cite cases or statutes.

During my employment with the Metropolitan Sewer district, I experienced racist and invasive remarks made by John Cusamano around September 19th. I reported this behavior to my supervisor, Sever Leone and he failed to document this complaint(in oracle). I believe that Mr. Leone chose to ignore my complaint as a result.

(Continue to page 6, if additional space is needed.)

of retaliation. In July, Dino Kiveric, Assistant HR Director conducted an investigation of Sever Leone treatment of his employee after he received a complaint. I gave a statement in the investigation this why I believed Mr. Leone has ~~any reasonable~~ a bias against and motive to retaliate.

* I would like to also note that ~~this~~ my termination is a separate incident and is not related to my complaint.

(Attach additional sheets as necessary).

13. The acts set forth in paragraph 12 of this complaint:

are still being committed by the defendant.

are no longer being committed by the defendant.

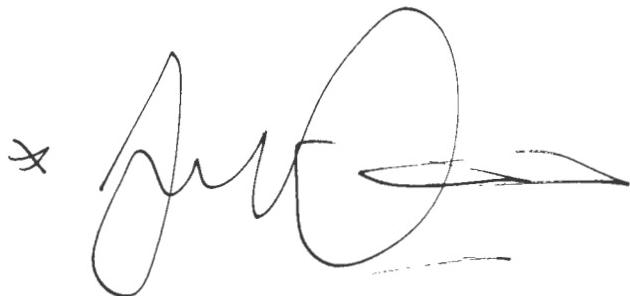
may still be being committed by the defendant.

REQUEST FOR RELIEF

State briefly and exactly what you want the Court to do for you. Make no legal arguments; cite no cases or statutes.

I would like to be compensated for emotional Distress, loss wages. One year salary \$58,198 or my job back. I would also like for Sever Leone and John Cusama to take training on harassment and discrimination in the workplace.

14. Under Federal Rule of Civil Procedure 11, by signing below, I certify to the best of my knowledge, information, and belief that this complaint: (1) is not being presented for an improper purpose, such as to harass, cause unnecessary delay, or needlessly increase the cost of litigation; (2) is supported by existing law or by a nonfrivolous argument for extending, modifying, or reversing existing law; (3) the factual contentions have evidentiary support or, if specifically so identified, will likely have evidentiary support after a reasonable opportunity for further investigation or discovery; and (4) the complaint otherwise complies with the requirements of Rule



I agree to provide the Clerk's Office with any changes to my address where case-related papers may be served. I understand that my failure to keep a current address on file with the Clerk's Office may result in the dismissal of my case.

I declare under penalty of perjury that the foregoing is true and correct.

Signed this 1st day of April, 2023.

Signature of Plaintiff

